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SYNOPSIS  
*of the*  
WORKMEN'S  
COMPENSATION  
ACT

PROVINCE OF ALBERTA



*including*  
REGULATION No. 12  
*re*  
FIRST AID SERVICE

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# Synopsis of the Workmen's Compensation Act of the Province of Alberta.

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## SCOPE OF THE ACT

The Workmen's Compensation Act of the Province of Alberta (Chapter 5 of the Statutes of Alberta, 1918), was assented to April 13th, 1918, and became effective August 1st of that year in respect to the industry of mining, and on January 1st, 1919, in respect to all other industries throughout the province except agriculture, ranching, railroading and the operation of retail stores.

The administration of the Act is vested in a Board known as The Workmen's Compensation Board, composed of three members appointed by the Lieutenant Governor in Council, viz.: John T. Stirling, W. F. McNeill and J. A. Kinney, with the Head Office in Edmonton and a branch office in Calgary.

Provision is made in the Act for the creation of a fund by way of assessment on employers, out of which is paid compensation to workmen who are injured during the course of their employment and also to the dependents of workmen, where the accident results fatally. These assessments are levied on the amount of the wages earned by the workmen; they may be on a percentage of the wages earned or a specified sum. The minimum of any assessment levied under the Act is \$2.50. The rates of assessment are determined by the Board on the basis of the hazard of the industry.

Amendments assented to by the 1919 Session of the Legislature of Alberta became effective May 18th, 1919, and by these amendments workmen employed in and about railroading were brought within the scope of the Act, with the exception of those, generally speaking, connected with the "running trades." Workmen thus engaged and enumerated in Section sixty-nine (69) of the Act, do not come within its scope, but are within the scope of The Workmen's Compensation Act of 1908.

The 1920 amendments broadened the scope of the Act so as to include the travelling salesmen and clerical employees of all employers to whom the Act applies. Provisions were also made in these amendments whereby the Board may, on the application of the employer, approved by the workmen, bring within the scope of the Act workmen employed in industries to which the Act does not now apply.

## SCALE OF COMPENSATION

**Permanent Total Disability**—Ten Dollars (\$10.00) per week with a further sum of Two Dollars (\$2.00) for the first dependent, and One Dollar (\$1.00) for each additional dependent, but not exceeding Sixteen Dollars (\$16.00) per week.

**Temporary Total Disability**—The same as Permanent Total Disability, but payable only so long as the disability lasts.

**Temporary Partial Disability**—Fifty-five per cent. of the difference between the average weekly earnings of the workman at the time of the accident, and the average weekly earnings at which the workmen is employed on resuming work, provided such earnings are less than ninety per cent. of the earnings he was receiving at the time of the accident.

**Permanent Partial Disability**—When the injury results in the loss of a member of the body, compensation is paid on the basis of the schedule as set out under Section 52 of the Act.

**Fatal Accidents**—Where death results from the accident the compensation is as follows: Funeral expenses, One Hundred Dollars (\$100.00). Thirty Dollars (\$30.00) per month to the widow or invalid widower with an additional payment of Seven Dollars and Fifty Cents (\$7.50) per month for each child under the age of sixteen (16) years, to be increased to Ten Dollars (\$10.00) upon the death of the widow or widower, but not exceeding in the whole Sixty Dollars (\$60.00) per month.

In addition to the above cases of disability, compensation is paid on certain industrial diseases mentioned in the Act.

Provision is also made under the Act for such special surgical or medical treatment, including any apparatus usually provided to alleviate an injury as in the opinion of the Board is required.

No compensation is paid for the first three days of disability, unless the workmen is disabled for a period of ten days or more, in which case he is paid from the first day of the accident.

### MEDICAL AID

(1) The Act provides for the creation of a Medical Aid Fund by the deduction of two cents (2c.) for each day or part of a day worked by all workmen coming under Schedule One (1)—(mining), and one cent (1c.) per day for each day or part of a day worked by all workmen coming under Schedule Two (2)—(all other industries). These deductions are made by the employer and remitted to the Board. Out of this fund, accounts incurred for medical attention required by injured workmen, are paid.

(2) Workmen who come within the scope of the Act, and who are injured during the course of their employment, are thus entitled to medical attention from the Board in addition to any compensation which may be payable.

(3) Where workmen have entered into a contract with a doctor to provide medical attention, and the contract has been approved by the Board, no deduction from such workmen is required by the Board on account of this medical aid fund, and the board does not defray the cost of medical attention in respect to the disability of such workmen. Contracts having the approval of the Board generally provide for a deduction to be made by the employer, from such workmen to be paid to the contracting doctor.

(4) The medical attention, for which the Board defrays the cost, is limited to disability resulting from

an accident to the workman during the course of his employment. No cost in respect to disability resulting from ordinary illness is paid by the Board.

(5) In a case where an injury happens to a workman during the course of his employment in an industry where no medical aid plan is in effect, any qualified physician, within a reasonable distance, may be called to render medical aid, and the cost of same will be paid by the Board, according to the Board's schedule of medical fees. Medical aid includes ambulance charges, hospital treatment, nursings, drugs and dressings. The hospital fee is limited to public ward rates, unless otherwise authorized by the Board. All hospital accounts for treatment as above, should be rendered to the Board, for which payment will be made in conformity with the schedule above mentioned.

(6) The attending doctor is required to forward a report to the Board on a form for that purpose, within seven days after his first attendance on the injured workman, a further report on the first of each month, during the time the injured workman is disabled, and a final report within three days after the said workman is, in his opinion, able to resume work.

(7) Any special surgical operation or the supplying of any apparatus that would in the opinion of the Board tend to alleviate the injury will be furnished the disabled workman.

(8) The compensation payable to the workman under the Act is continued throughout his disability, and is in addition to any medical aid furnished.

### **SPECIAL FEATURES**

Each workman in the province in the industries enumerated in the Act, was entitled, from the time the Act became effective, to receive compensation from the Board for injuries received during the course of his employment. It is the duty of the workman, however, to satisfy himself that his employer pays the assessments levied upon him by the Board from time to time when due, so that he may receive compensation in case of injury.

Employers or members of their families, may receive compensation the same as workmen, provided their wages have been included in statements furnished the Board, and assessments have been paid thereon. The Board in its discretion may however, require any employer or member of his family to include his wages on his payroll statement and pay assessments on same.

Principals are held liable to the Board for the payment of assessments due by contractors and sub-contractors, and contractors are in the same way held liable for sub-contractors.

As the provisions of this Act are in lieu of all statutory rights of workmen and as all compensation is paid by the Board, employers are protected against any action at law as the result of injury sustained during the course of his employment by any workmen who comes within the scope of the Act.

The Board is given authority under the Act to call for all necessary reports, enforce payments of assessments, and penalize for violations of any provisions of the Act, or regulations thereto. The Board is also given exclusive jurisdiction to examine into, hear and determine, all questions arising under the Act, and its decision is final.

## **WHAT THE EMPLOYER IS REQUIRED TO DO**

(1) Employers whose industries or operations were within the scope of the Act during the year 1919, and who have not yet reported to the Board, are required to forward the amount of their pay-roll for the year 1919.

(2) Employers whose industries or operations came within the scope of the Act since January 1st, 1920, are required to forward to the Board an estimate of their pay-roll for the current calendar year.

(3) Pay assessments levied upon him, within fifteen (15) days from the date of notice of same.

(4) Keep posted in a conspicuous place where his operations are carried on, a certificate of payment of the last assessment issued on him by the Board.

(5) Employers in Schedule 1 (mining), are required to deduct from the wages of each workman in their employ (including travelling salesmen and clerical employees) the sum of two cents (2c.) for each and every day or part of a day worked. Employers in Schedule 2 (which includes all industries other than mining) are required to make these deductions at the rate of one cent (1c.) for every day or part of a day worked. Deductions so made are to be remitted to the Board on or before the twentieth day following the month for which they are made, accompanied by a form supplied for that purpose.

These deductions are not to be made where the workmen in any industry have entered into a contract with a doctor to provide medical attention, and such contract has been approved by the Board.

(6) Comply with the provisions of the Accident Prevention Regulations.

(7) Supply such First Aid Kit as is required under these regulations.

(8) Notify the Board promptly of the happening of an accident to any of his workmen.

(9) Notify the Board when the injured workmen returns to work.

(10) Keep a proper account of all wages paid, so that these figures can be furnished to the Board when required.

## **WHAT THE WORKMAN IS REQUIRED TO DO**

(1) Satisfy himself that the assessments levied on his employer have been paid.

(2) Acquaint himself with the Accident Prevention Regulations issued by the Board, and carry out the provisions of same, in respect to the Accident Prevention Committee.

(3) Notify his employer or his representative, before leaving the premises, of the happening of any accident to himself.

(4) Notify a doctor immediately after the happening of the accident or have some one do so on his behalf.

(5) Make application for compensation at once, giving the full information required on the application form, which can be had from the Board on request.

(6) Notify the Board when payments of compensation are not promptly forthcoming.

# Regulation No. 12

## FIRST AID SERVICE

Pursuant to Section 58 of "The Workmen's Compensation Act of Alberta, 1918," The Workmen's Compensation Board hereby makes the following regulations in respect to First Aid Appliances, the same to take effect on and after September 17th, 1920.

(1) Every employer having less than ten (10) workmen usually employed, shall, where his place of employment is more than four (4) miles from a medical practitioner or drug store, provide and maintain at his place of employment the following equipment for First Aid treatment, same to be available for use during working hours:—

1 First Aid Manual.

1 nail brush.

1 cake castile soap.

4 oz. Tr. Iodine, Alcoholic Iodine half strength for ext. use.

50 Boracic Acid Tablets to make a solution for the eyes.

2 eye droppers.

1 small pair of scissors.

1 paper of safety pins, assorted.

Absorbent cotton, four 1 oz. packages sterilized gauze, one 3 yd. package sterilized gauze bandages, three 1-inch rolls, three 2-inch rolls.

Adhesive plaster, z-o, 1 inch roll by 1 yd.

Vaseline and capsicum, 1 tube.

A properly constructed stretcher.

(2) Every employer employing ten, and less than fifty workmen, shall provide and maintain at his place of employment, a First Aid Kit or box, containing the following equipment for first aid treatment, same to be available for use during working hours.

## INSTRUMENTS

1 First Aid Manual.

1 nail brush.

1 cake castile soap.

1 pair scissors.

1 pair fine tweezers.

1 camels' hair brush.

1 white wash basin.

1 white enamel wash basin.

## DRUGS

12 oz. McCrimmon's Fluid for ext. use.

2 oz. 5% Boracic Acid solution for eye wash.

50 Boracic Acid tablets.

4 oz. Tr. Iodine, Alcoholic Iodine half strength for ext. use.

1 bottle, 100 tablets Bi-Chloride of Mercury.

1 (8 oz.) bottle carron oil.

1 tube capsicum and vaseline.

## DRESSINGS

- 1 (1 yd.) Bi-chloride Mercury gauze.
- 6 (1-oz.) packages absorbent cotton.
- 3 (1-yd.) packages sterilized gauze.
- 12 sterilized gauze bandages, assorted sizes.
- 1 roll adhesive plaster 2" by 5 yds.
- 6 splints, assorted sizes.
- 2 packages raw cotton, (padding for splints).
- 2 packages safety pins, assorted.
- Properly constructed stretchers.

(3) Every employer having more than fifty workmen in his employ, shall provide and maintain at his place of employment, a First Aid Kit or box containing the following equipment, with such additional quantities as may be reasonably necessary to provide First Aid to his injured workmen, also to have in his employ a workman holding a certificate of competency to render first aid to the injured, such certificate to be approved of by the Board. The equipment for first aid treatment to be available for use during working hours.

## INSTRUMENTS

- 1 First Aid Manual.
- 1 pair dressing forceps.
- 1 nail brush.
- 1 cake castile soap.
- 1 pair scissors.
- 1 pair fine tweezers.
- 2 eye droppers.
- 1 camels' hair brush.
- 1 tourniquet.
- 1 graduated medicine glass.
- 1 white enamel wash basin.

## DRUGS

- 3 oz. (5%) boracic acid solution for eye wash.
- 100 tablets boracic acid.
- 2 (4 oz.) bottles of Tr. Iodine, Alcoholic Iodine half strength for ext. use.
- 1 tube carbolized vaseline.
- 1 bottle (100) Bi-chloride of Mercury tablets, each 7 3-10 grains.
- 2 (4 oz.) bottles carron oil.
- 2 (2 oz.) tins boracic acid and vaseline ointment, 5%.
- 1 pint McCrimmon's Fluid for external use.
- 1 tube vaseline and capsicum.

## DRESSINGS

- 2 pkgs. safety pins, assorted.
- 2 (1 yd.) Bi-chloride Mercury gauze.
- 6 (2 oz.) packages absorbent cotton.
- 6 (1 yd.) packages sterilized gauze.
- 18 sterilized gauze bandages, assorted sizes.
- 3 triangular bandages.
- 1 roll adhesive plaster 2" by 5 yds.
- 6 splints, assorted sizes.
- 3 packages raw cotton (padding for splints).
- Properly constructed stretchers.